

## **Langley Child Development Center**

As an employee benefit, the Center contributes to the overall mission of the National Aeronautics and Space Administration in the following ways: attraction and retention of quality professionals with infants and preschool children, reduction in employee turnover due to pregnancy and maternity leave, reduction in employee absenteeism due to child care problems, and reduction in staff training and orientation costs due to increased retention of trained staff members.

### **Telecommuting**

The Federal Government has taken a lead in promoting telecommuting. President Clinton issued two memoranda on creating a family-friendly workplace that directed each executive department and agency to support the expansion of flexible family-friendly work arrangements. President's Management Council endorsed a National Telecommuting Initiative (NTI) in January 1996. The plan calls for significantly increasing the number of Federal employees who telecommute over the next 5 years.

The Administrator has determined that National Aeronautics and Space Administration (NASA) will be a leader in the implementation of programs reduce traffic congestion and improve the quality of life of NASA employees. One of these approaches, advocated in Vice President Gore's Report of the National Performance Review as a strategy for reinvigorating government, is the use of telecommuting. Telecommuting, also known as work-at-home, and Flexible Workplace (Flexiplace), is one such program. It is paid employment performed away from the traditional duty station.

### **Telecommuting:**

- Improves the quality of work, life, and job performance and increases productivity;
- Extends employment opportunities to people with disabilities, including employees who have partially recovered from work-related injuries who can do the job from an off-site location;
- Accommodates employees who may have temporary or continuing health problems or who might otherwise have to retire on disability;
- Potentially enhances recruitment and promotes diversity by expanding the geographic recruitment pool; and
- Decreases traffic and parking congestion, energy consumption, and air pollution.

The Langley Research Center's (LaRC's) Telecommuting Program is designed to provide flexible work situations that can benefit the Center as well as its employees. Interested employees should obtain the telecommuting form [LF120](#). For additional information contact your supervisor or visit [NASA People](#).

## **LaRC Fitness Center**

The Fitness Center (FC) offers all permanent civil service employees a variety of programs to improve cardiovascular fitness, muscular strength and endurance, body composition, and flexibility. The FC is located behind the H.J.E. Reid Conference Center in Building 1222B. Hours of operation are from 6 a.m. to 7 p.m. Monday through Friday.

### **Aerobic Classes**

Step aerobics classes with abdominal work are offered on Mondays, Wednesdays, and Fridays from 11 a.m. until 12-noon.

### **Equipment**

The Fitness Center has a circuit of Cybex weight machines, free weights, treadmills, stair masters, stationary bicycles, and other pieces of cardiovascular equipment.

### **Membership**

All potential Fitness Center members must fill out an application and undergo a fitness assessment and obtain approval of the Medical Director before being scheduled for instructional sessions and use of the FC.

Employees may adjust their schedules to utilize the Fitness Center and attend its programs. Employees are not entitled to official time, but the following options are available with supervisory approval:

- Annual leave
- Compensatory leave
- Change to another standard shift or nonstandard shift
- Extended lunch period

Under the Variable Day Schedule, employees may utilize the Fitness Center between the Center's flexible time bands, 6 a.m. to 9 a.m. and 3 p.m. to 6 p.m. Credit hours may also be used with supervisory approval.